

281—91.3(294A) Definitions. For the purposes of this chapter, the following definitions apply:

“Administrator” refers to a person or persons employed within the district or AEA, who holds the evaluator approval as required by Iowa Code section 272.33 and is employed for a portion of the time as an administrator within the district or AEA.

“AEA” refers to area education agency.

“Board” refers to the board of directors of a local education agency and an area education agency.

“Department” refers to the Iowa department of education.

“District” refers to a local school district.

“Performance-based pay” refers to salary increases for individual teachers who demonstrate superior performance in completing assigned duties; or for groups of teachers who demonstrate that specific approved objectives adopted for that group have been met.

“Performance objective” refers to the statement of action to be taken that identifies the person responsible, what is to be done, the time factors, the proficiency level to be achieved, and the method of measurement to be used to determine if the identified proficiency level has been achieved. (Phase III Program Evaluation Sourcebook, August 1989)

“Plan” refers to the phase III plan submitted by the board to the department for approval which shall demonstrate that it is an integral part of a comprehensive district or AEA effort toward meeting identified district or AEA goals or needs.

“Process objective” refers to the statement of action to be taken that identifies the person responsible, what is to be done, the time factors, and the documentation that will be created to prove that the activity has been completed within the time frame specified. (Phase III Program Evaluation Sourcebook, August 1989)

“Regular compensation” refers to the sum located on the established salary schedule for the experience and educational level at which a teacher falls exclusive of supplemental pay for noninstructional duties and extended day or year contracts.

“Supplemental pay” refers to the payment of additional salary to teachers who participate in either additional instructional work assignments or specialized training during the regular school day or during an extended school day, school week, or school year.